



# *The Trail Ahead*

## *Goals, Objectives, and Strategies*

The following section sets out the goals, objectives, strategies, and desired outcomes. The goals identify what the Department is trying to achieve. The objectives contribute to achieving the goals. The strategies describe what the Department will do to meet the objectives. The desired outcomes are the future condition we are striving for as a result of achieving the goals.

The goals, objectives, and strategies are broad, general, and encompass all the Department's current and future activities and responsibilities. They will be implemented through action plans that spell out in more detail how the Department intends to make progress towards accomplishing goals. Action plans are described in the concluding section of *The Compass*.

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A black-necked stilt bird is shown in profile, facing left. It has a long, thin black beak, a white face with a black stripe through the eye, and a black cap. Its body is white with black wings and back. It has very long, thin pink legs. The bird is standing in a field of green grass with some brown stalks. The background is a soft-focus green field.

## GOAL—Fish, Wildlife, and Habitat

### SUSTAIN IDAHO'S FISH AND WILDLIFE AND THE HABITATS UPON WHICH THEY DEPEND.

#### DESIRED OUTCOMES

- Hunters, anglers, and trappers are highly satisfied with the number and variety of fish and game available for harvest.
- Idaho citizens are highly satisfied with the diversity and health of the state's native fish, wildlife, and plants.
- Idaho's fish and wildlife is managed by the state.
- There is no net loss of habitat.
- Fish and wildlife diseases do not significantly impact fish and wildlife, humans, or domestic animals.
- The Department is highly regarded as a comprehensive source of objective, scientifically based information on fish, wildlife, and plants in Idaho.

#### OBJECTIVE

**MAINTAIN OR IMPROVE GAME POPULATIONS TO MEET THE DEMAND FOR HUNTING, FISHING, AND TRAPPING.**

#### STRATEGIES

- Develop measurable and achievable management objectives for game species.
- Set harvest rules and regulations to achieve long-term sustainability of populations and habitat.
- Enforce fishing, hunting, and trapping regulations.
- Use artificial propagation, stocking, and translocation where appropriate and cost effective.
- Alleviate wildlife damage to agriculture and compensate landowners for unavoidable losses as provided by law.
- Manage predation to achieve a balance between game and predator populations.
- Intentionally introduce non-native fish and wildlife only if they do not pose genetic, competitive, or predatory risks to native or desirable fish and wildlife.
- Regularly inventory, analyze, and report on game populations and habitats.
- Assess game populations and harvest numbers and adapt regulations to achieve recreation and population objectives.
- Collaborate with tribes, private landowners, and agencies to manage populations and harvest for long-term sustainability.



## OBJECTIVE

### ENSURE THE LONG-TERM SURVIVAL OF NATIVE FISH, WILDLIFE, AND PLANTS.

#### STRATEGIES

- Inventory, monitor, and assess the status of native fish, wildlife, and plants and the habitats upon which they depend.
- Identify species with the greatest need for conservation action.
- Restore native species where they have declined or disappeared.
- Provide information on the distribution, abundance, and conservation of native fish, wildlife, and plants.
- Assist public and private landowners in the conservation, restoration, and enhancement of native fish, wildlife, and plants.
- Collaborate with interested and affected parties to develop and implement plans to recover threatened and endangered species and conserve native fish, wildlife, and plants.

## OBJECTIVE

### INCREASE THE CAPACITY OF HABITAT TO SUPPORT FISH AND WILDLIFE.

#### STRATEGIES

- Develop measurable and achievable management objectives for fish and wildlife habitat.
- Assess and prioritize habitats for protection, restoration, or enhancement.
- Provide information, analysis, and recommendations to improve fish and wildlife habitats and reduce impacts from land and water use and development.
- Seek mitigation for adverse impacts to fish and wildlife.
- Provide incentives and assistance to landowners to improve habitat on private land.
- Acquire interest in property where Department management can provide exceptional benefits to fish and wildlife and associated recreation.
- Work in cooperation with other agencies and local governments to prevent the introduction and spread of invasive species.
- Develop partnerships with landowners, land management agencies, and others to restore, enhance, and conserve fish and wildlife habitats.

## OBJECTIVE

### ELIMINATE THE IMPACTS OF FISH AND WILDLIFE DISEASES ON FISH AND WILDLIFE POPULATIONS, LIVESTOCK, AND HUMANS.

#### STRATEGIES

- Monitor fish and wildlife populations for disease.
- Prohibit the importation of fish and wildlife that pose an unacceptable disease risk.
- Ensure that propagation, stocking, and translocation of fish and wildlife do not contribute to the introduction or transmission of diseases.
- Reduce or eliminate high concentrations of wildlife that pose significant disease risk.
- Enhance and enforce laws to protect fish and wildlife populations from disease.
- Reduce or eliminate the risk of transmission of disease between captive and free-ranging fish and wildlife.
- Develop risk assessment, public information, and response strategies for fish and wildlife disease threats.
- Collaborate with other agencies and educational institutions on disease control, prevention, and research.



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## GOAL—Fish and Wildlife Recreation

### MEET THE DEMAND FOR FISH AND WILDLIFE RECREATION.

#### DESIRED OUTCOMES

- Hunters, anglers, trappers, and wildlife viewers are highly satisfied with fish and wildlife recreation opportunities.
- Landowners allow access for fish and wildlife recreation.
- Recreational opportunities are abundant and well distributed around the state, while conflicts between recreationists are few and far between.
- Hunters, anglers, trappers, and wildlife viewers enjoy broad public support for their recreational activities.
- There is broad recognition and support in Idaho for the economic and social benefits of fish and wildlife recreation and management.

#### OBJECTIVE

#### MAINTAIN A DIVERSITY OF FISHING, HUNTING, AND TRAPPING OPPORTUNITIES.

#### STRATEGIES

- Provide opportunities and experiences based on demand, Idaho's landscapes, and fish and wildlife resources.
- Provide opportunities specific to the needs of beginners, youth, people with disabilities, and families.
- Stock and transplant fish and wildlife where appropriate and cost effective.
- Develop regulations that increase opportunity and variety while reducing conflicts between user groups.
- Assess participation, demand, and satisfaction with hunting, fishing, and trapping opportunities. Adjust management to achieve objectives.

## OBJECTIVE

### SUSTAIN FISH AND WILDLIFE RECREATION ON PUBLIC LANDS.

#### STRATEGIES

- Collaborate with land management agencies to provide a variety of recreational opportunities, manage access, reduce impacts and conflicts, and achieve objectives for recreation and fish and wildlife populations.
- Collaborate with outfitters and guides to promote sustainable fish and wildlife recreation, reduce conflicts, and achieve objectives for recreation and fish and wildlife populations.
- Protect the public's right to use public waters for hunting, fishing, trapping, and wildlife viewing.
- Obtain public access across private lands to public lands.
- In partnership with land management agencies, provide information on fish and wildlife recreational opportunities and access on public land.
- Improve management of motor vehicles and enforcement of rules on state and federal lands through partnerships with state and federal agencies and local governments.
- Provide fish- and wildlife-based recreation on lands owned or managed by the Department.
- Provide specialized access opportunities for people with disabilities.
- Assess participation, demand, and satisfaction with fish and wildlife recreation on public land. Adjust management to achieve objectives.

## OBJECTIVE

### INCREASE OPPORTUNITIES FOR WILDLIFE VIEWING AND APPRECIATION.

#### STRATEGIES

- Promote and publicize wildlife-viewing opportunities.
- Provide wildlife viewing opportunities on lands managed or owned by the Department.
- Partner with other agencies, local communities, and others to develop wildlife-viewing facilities, opportunities, and materials on other land ownerships.
- Assess participation, demand, and satisfaction with wildlife-viewing and appreciation opportunities. Adjust management to achieve objectives.

## OBJECTIVE

### INCREASE THE VARIETY AND DISTRIBUTION OF ACCESS TO PRIVATE LAND FOR FISH AND WILDLIFE RECREATION.

#### STRATEGIES

- Assess opportunities to access private land.
- Provide incentives and services to landowners who allow public access.
- Collaborate with landowners and commercial operators to provide public recreation opportunities on private lands.
- Assess participation, demand, and satisfaction with access opportunities on private land. Adjust management to achieve objectives.

## OBJECTIVE

### MAINTAIN BROAD PUBLIC SUPPORT FOR FISH AND WILDLIFE RECREATION AND MANAGEMENT.

#### STRATEGIES

- Enforce hunting, fishing, and trapping regulations.
- Emphasize ethics, safety, and fair chase in hunting, fishing, trapping, and other wildlife education programs.
- Expand opportunities to take mandatory hunter and bowhunter education classes.
- Support mentoring programs for new hunters and anglers.
- Provide information on proper wildlife-viewing techniques and behavior.
- Restrict the use of technological advances in fish and wildlife recreation when they compromise fair chase and management objectives.
- Promote hunting, fishing, and trapping as legitimate uses of fish and wildlife and compatible with the conservation of all wildlife.
- Publicize the social and economic benefits of hunting, fishing, and other wildlife-based recreation.
- Monitor public support for fish and wildlife recreation and management.







## GOAL—Working With Others

### IMPROVE PUBLIC UNDERSTANDING OF AND INVOLVEMENT IN FISH AND WILDLIFE MANAGEMENT.

#### DESIRED OUTCOMES

- A broad spectrum of the public participates in and supports management decisions.
- Idaho citizens are well-informed and knowledgeable about fish and wildlife resources and the Department's management role.
- Fish and wildlife management is based on sound science and is responsive to the needs and expectations of Idaho citizens.
- Information related to Idaho's fish, wildlife, plants, and ecosystems is easily accessible in a variety of formats.



## OBJECTIVE

### IMPROVE CITIZEN INVOLVEMENT IN THE DECISION-MAKING PROCESS.

#### STRATEGIES

- Publicize the Department's public involvement and decision-making processes.
- Ensure that interested and affected parties are notified of opportunities to participate in decisions and that all voices are heard.
- Improve the variety and convenience of opportunities for citizens to be involved in Department decisions.
- Provide quality and timely response to input from citizens and include rationale for decisions.
- Assess and report on the values, attitudes, and opinions of citizens regarding fish and wildlife.
- Improve coordination, effectiveness, and quality of public involvement efforts.
- Assess participation in and satisfaction with public involvement processes. Adjust programs to improve performance.

## OBJECTIVE

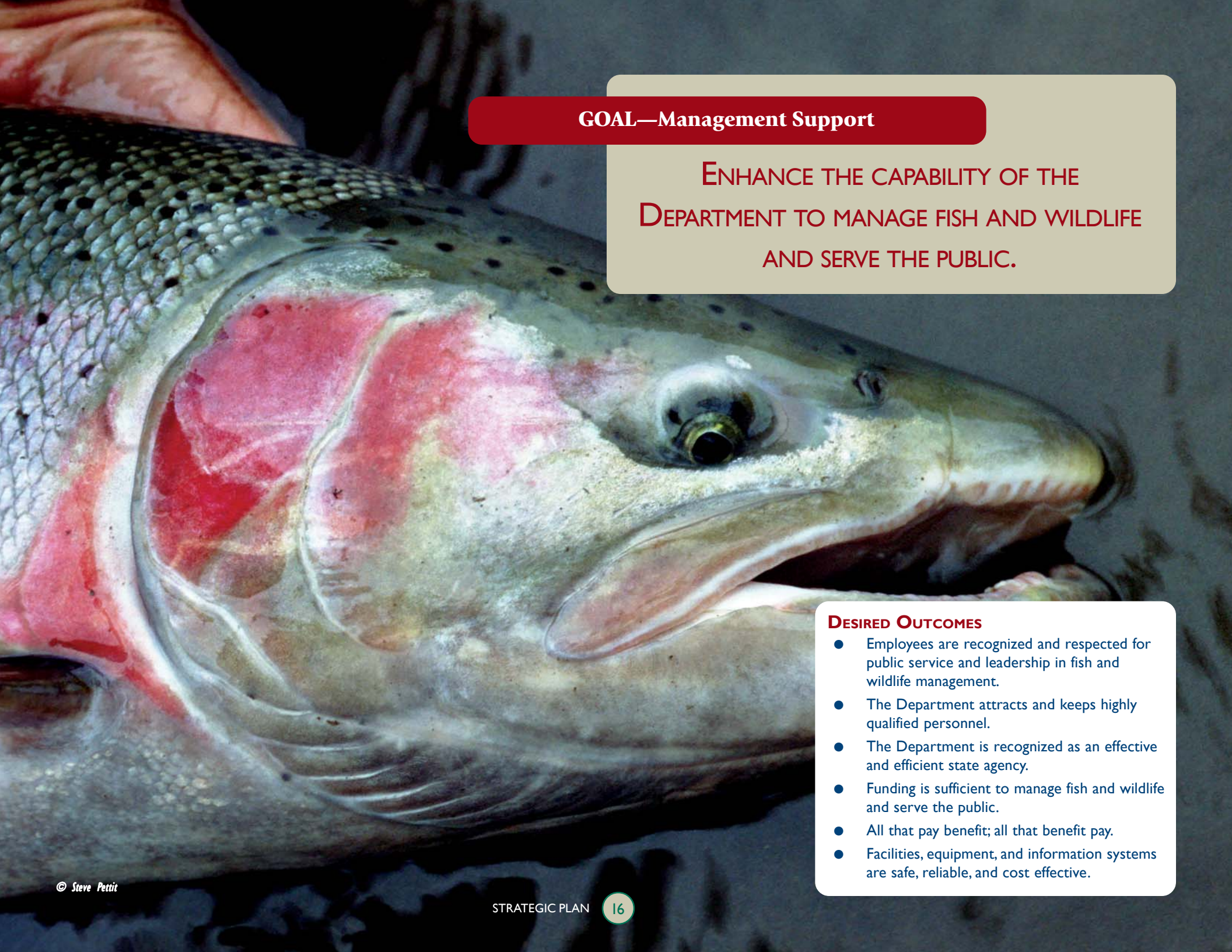
### INCREASE PUBLIC KNOWLEDGE AND UNDERSTANDING OF IDAHO'S FISH AND WILDLIFE.

#### STRATEGIES

- Provide user-friendly regulations and information.
- Provide timely and accurate information on recreational opportunities, management actions, and important news related to fish and wildlife.
- Publicize resource management issues and Department programs that address them.
- Develop effective partnerships with resource management agencies, schools, universities, civic organizations, interest groups, businesses, and individuals to inform and educate the public.
- Develop effective methods for conveying and distributing information about fish and wildlife.
- Evaluate education, information, and outreach efforts and determine the needs, expectations, and interests of the public. Adjust programs to meet objectives.
- Improve internal communication and knowledge of the Department's programs and activities.
- Promote the use of Department facilities for fish and wildlife educational opportunities.
- Provide a variety of "how to" hunting and fishing classes as well as other fish and wildlife educational opportunities.







## GOAL—Management Support

ENHANCE THE CAPABILITY OF THE  
DEPARTMENT TO MANAGE FISH AND WILDLIFE  
AND SERVE THE PUBLIC.

### DESIRED OUTCOMES

- Employees are recognized and respected for public service and leadership in fish and wildlife management.
- The Department attracts and keeps highly qualified personnel.
- The Department is recognized as an effective and efficient state agency.
- Funding is sufficient to manage fish and wildlife and serve the public.
- All that pay benefit; all that benefit pay.
- Facilities, equipment, and information systems are safe, reliable, and cost effective.



## OBJECTIVE

### ATTRACT AND RETAIN A DIVERSE AND PROFESSIONAL WORKFORCE.

#### STRATEGIES

- Reward leadership, integrity, competency, professionalism, and innovation.
- Require training in supervision, performance evaluation, and leadership for all supervisors.
- Promote and provide training and continuing education opportunities.
- Recruit and train volunteers to assist Department employees.
- Seek competitive compensation when developing recommendations for state employee compensation.
- Provide career development, promotional opportunities, and relocation assistance.
- Improve recognition, celebration, education, and wellness programs that value employees.

## OBJECTIVE

### PROVIDE EQUIPMENT AND FACILITIES FOR EXCELLENT CUSTOMER SERVICE AND MANAGEMENT EFFECTIVENESS.

#### STRATEGIES

- Maintain and upgrade facilities and equipment.
- Design and locate offices for customer service and convenient access.
- Partner with other agencies to combine offices where feasible.
- Provide a safe, pleasant, and well-equipped work environment.

## OBJECTIVE

### IMPROVE INFORMATION MANAGEMENT AND BUSINESS SYSTEMS.

#### STRATEGIES

- Develop and implement a long-term plan for information technology and management.
- Improve tools for entry, storage, retrieval, reporting, and dissemination of biological and business data.
- Develop cooperative efforts to gather and exchange information on fish, wildlife, and plants.
- Develop and implement standardized sampling and data collection protocols.
- Provide access to and training in the use of information management systems.
- Implement an electronic licensing system that is reliable, adaptable, user friendly, and cost effective.
- Continually review, adapt, and improve business practices to enhance effectiveness and accountability.
- Devise and implement ways to enhance teamwork, internal communication, and decision making.

## OBJECTIVE

### IMPROVE FUNDING TO MEET LEGAL MANDATES AND PUBLIC EXPECTATIONS.

#### STRATEGIES

- Continue to use revenue generated by hunters, anglers, and trappers for programs that benefit hunting, fishing, and trapping.
- Develop a funding mechanism to adjust license fees to keep pace with the cost of managing hunting and fishing programs.
- Obtain funding through grants and partnerships that support the Department's mission.
- Develop new funding for fish and wildlife programs that benefit all Idaho citizens.
- Seek efficiencies and cost savings in all programs.
- Use research and marketing to enhance license sales.



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